

Team analysis

Experience, Human Nature



Analysis of Team A Learning teams give individuals an opportunity to work together to achieve a goal or assignment. Our learning team members completed the charter to become familiar with individual strengths, areas they would like to improve and skills they can offer to the team while completing assigned tasks. The expectations we have to be successful are stated in the charter, along with methods to manage conflict if it occurs.

Evaluating the team member's self-assessments along with their contribution to the team charter will provide a basis to improve the performance of Learning Team A. Team Charter Becoming familiar with team members is the primary method to know the best way to manage the performance of a team. Completing the team charter provided the foundation for team members to express their thoughts and processes of an effective team. As a learning team we established some ground rules: necessity of a team leader, checking in with team frequently, expressing problems early on.

Overall, the expectations appear to be similar among all team members: encouraging communication with team members, sharing equal responsibility for the assignments, requesting and accepting assistance when needed from other team members in order to complete an assignment on time. When these expectations are not met it could result in conflict. When conflict occurs, professionalism and a direct approach will work best to manage the situation; we agree this will allow the team members to resolve the matter and continue with assignment. Self-assessments We shared our results from the self assessments on trust, listening and personality types.

The assessment on trust demonstrated how most of us have trust issues, except Michael appears to be more trusting of others, within the group. This indicates the need for us to ensure we communicate to our fellow team members our intentions and follow through, in order to build trust among each other to maintain adequate performance. Listening skills were also an assessment we performed individually; most of us were surprised to see we were not as good listeners as we thought. The scores were in the mid 40s, indicating we will need to make a concerted effort to listen to team members when communicating.

Although, we are communicating in a virtual forum, it is still important for us to be aware of our weaknesses as listeners so when communicating online we avoid potential setbacks in our team performance from miscommunication. As for the Jungian personality type assessment, all the team members felt that it closely depicted them. Being aware of individual attributes or strengths will help to enhance the team's performance by knowing what they can contribute. Larry is observant, cool, unpretentious and highly motivated. Although, we have not delegated a leader yet, I would choose him to lead our team.

His personality will compliment the other personalities within the team and therefore facilitate the work that needs to be done. Michelle and Richard were assessed as problem solvers and highly conceptual, I see them as the team members that can address the problems that might delay completion of an assignment. Possibly, Michelle and Richard can ensure the assignment is broken down or develop a method to complete. Michael appears to have

the personality that is out-going and a visionary. These skills compliment those of Michelle and Richard by providing innovative ideas, for instance, preparing presentations.

My personality assessment represents a realistic and logical manner in which I deal with situations. This will provide the team some assurance I will keep team members informed of the assignments and progress of our team.

Overall, I think we have a balanced group of personalities to ensure optimal performance as a team. Conclusion Learning team A will work together to complete assignments; the team charter defines the methods we will use to improve performance. Relying on the strengths and skills of the team members will improve the efficiency of the team. As a team, we are individuals with different personalities, strengths and weaknesses;